

UTAH'S
DEPARTMENT OF HUMAN SERVICES
CHILD AND FAMILY SERVICES
ANNUAL REPORT
2005



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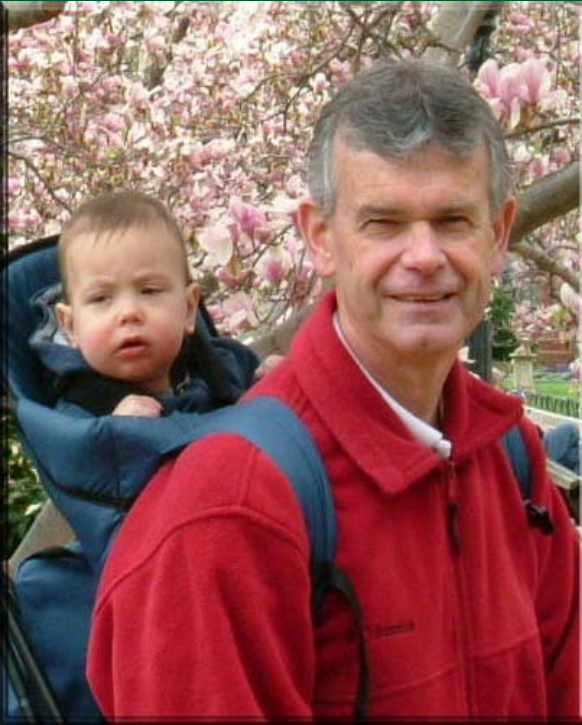
Utah's Division of Child and Family Services Annual Report: 2005

Our Vision

Children, adults, and families enjoy safety, permanency, and well-being
from their partnership with the community and
Child and Family Services.

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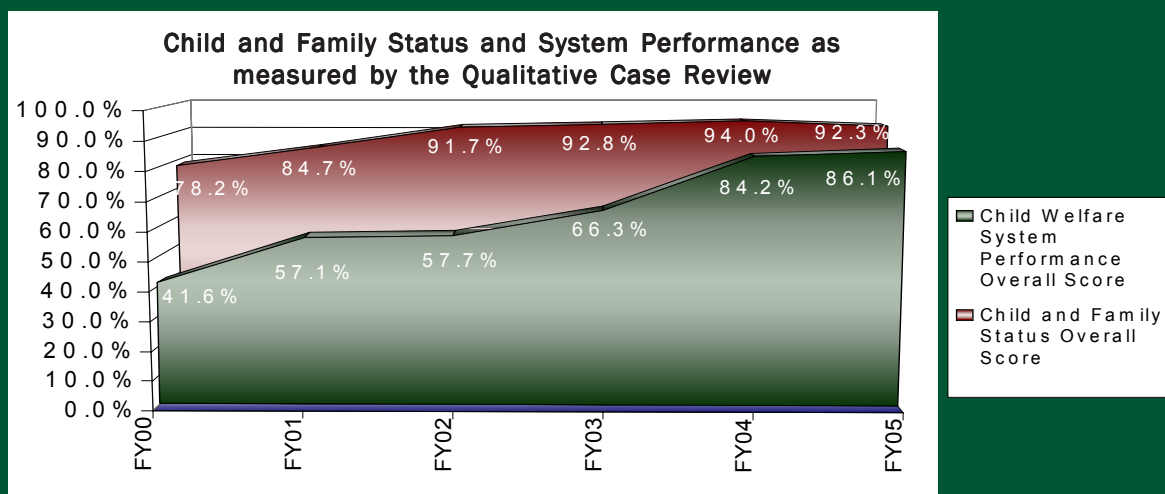


From the Director –

CONTINUOUS IMPROVEMENT !

Utah's Child and Family Services embodies continuous improvement. As I read of this concept, "continuous improvement," for many years in management books, I always wondered how this really worked. Continuous improvement, wow! Well, I no longer wonder. For the last four years, each year's performance measurements (and there are many) of Child and Family Services have exceeded the previous year's. Breakthroughs may happen from new technology and other innovations, but true continuous improvement comes only from the dedication of skilled and knowledgeable employees. Child and Family Services is achieving admirable levels of quality

outcomes for children and families on every measure of true outcomes for children and families served. I congratulate our employees for moving this large, complex, statewide organization to higher levels of performance. At the same time, we don't do this alone. Child welfare and domestic violence services is a system of care that relies on many community partners who I want to also congratulate and thank. We need the continued community partnerships to keep Utah's services at the quality levels they are now while continuing to improve. The largest congratulations go to the courageous children and families who have overcome some of the most difficult of life's struggles. Now for the highlights from the past year.



A FEW HIGHLIGHTS -

UTAH'S CHILD ABUSE RATE

- This past year approximately **4% of the children in the State of Utah received protective services** from Child and Family Services, close to the national average. Utah is also close to the national average in the number of abuse allegations per 1,000 children in the population (41.8 per 1,000).

PROMINENT FORMS OF CHILD ABUSE

- ♦ Domestic violence related child abuse continues to be the most prevalent form of child abuse in the state (31% of the supported findings of abuse). The incidence of sexual abuse of children follows (27% of the supported findings) with physical abuse (20% of the supported findings) ranking third.
- ♦ An advanced Domestic Violence Practice Model training was developed and implemented this year to assist our workers in improving skills in serving families.

FAMILY CENTERED SERVICES

- ♦ 65% of the children received services in their own homes, while 35% were moved from their home to a safe environment, (9% placed with relatives, the first choice if a child must be removed, and 26% are placed with licensed foster families). Most children who move to a relative's home are living with grandparents.
- ♦ 95% of the children that received services in their own homes were still there a year later, 5% eventually go to an outside placement within the year. One measure of the effectiveness of the services provided to families is that the number of children that return to foster care is steadily decreasing. (FY01 15% to FY05 10.6%)

EXCELLENT FOSTER CARE

- ♦ Children in foster care in Utah have one of the shortest stays in foster care in the nation. They achieve a permanent home setting as soon as possible.
- ♦ Utah's attention to the health care of children in state custody is a model for the nation. All children have a registered nurse that tracks their physical, developmental, mental, and dental health. Virtually all children receive a screening in these four areas of child well being. A few children quickly leave the state's care and are not able to make the scheduled appointments.
- ♦ Assessments from outside reviewers applaud our great Utah foster families as being well trained and providing excellent care.
- ♦ Where parent's rights have been terminated, there is a great need for children from the foster care system to be adopted by loving families. Utah leads the nation in securing a permanent adoptive home in the shortest length of time. Success in maintaining adoptions increased again this year to 97.9%.

Who we are

We have approximately 606 caseworkers
The average caseworker is:

- * Female
- * 32.5 years old
- * Employed with Child and Family Services for 5.7 years

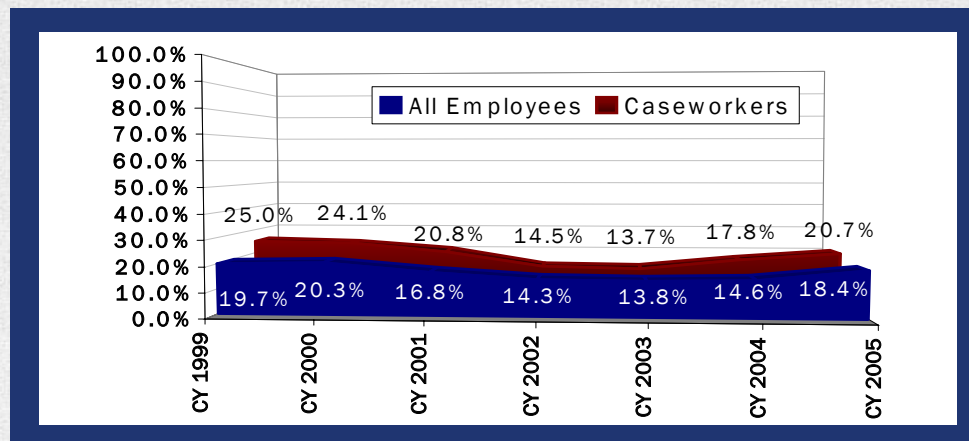
Female 73.5% 

Male 26.5% 

Caseworkers:

- * have a degree in a behavioral science
- * are licensed as a Social Service Worker within one year of hire
- * complete 120 hours of Practice Model training
- * participate in 40 hours of ongoing training each year through the Child Welfare Institute and other inservice training

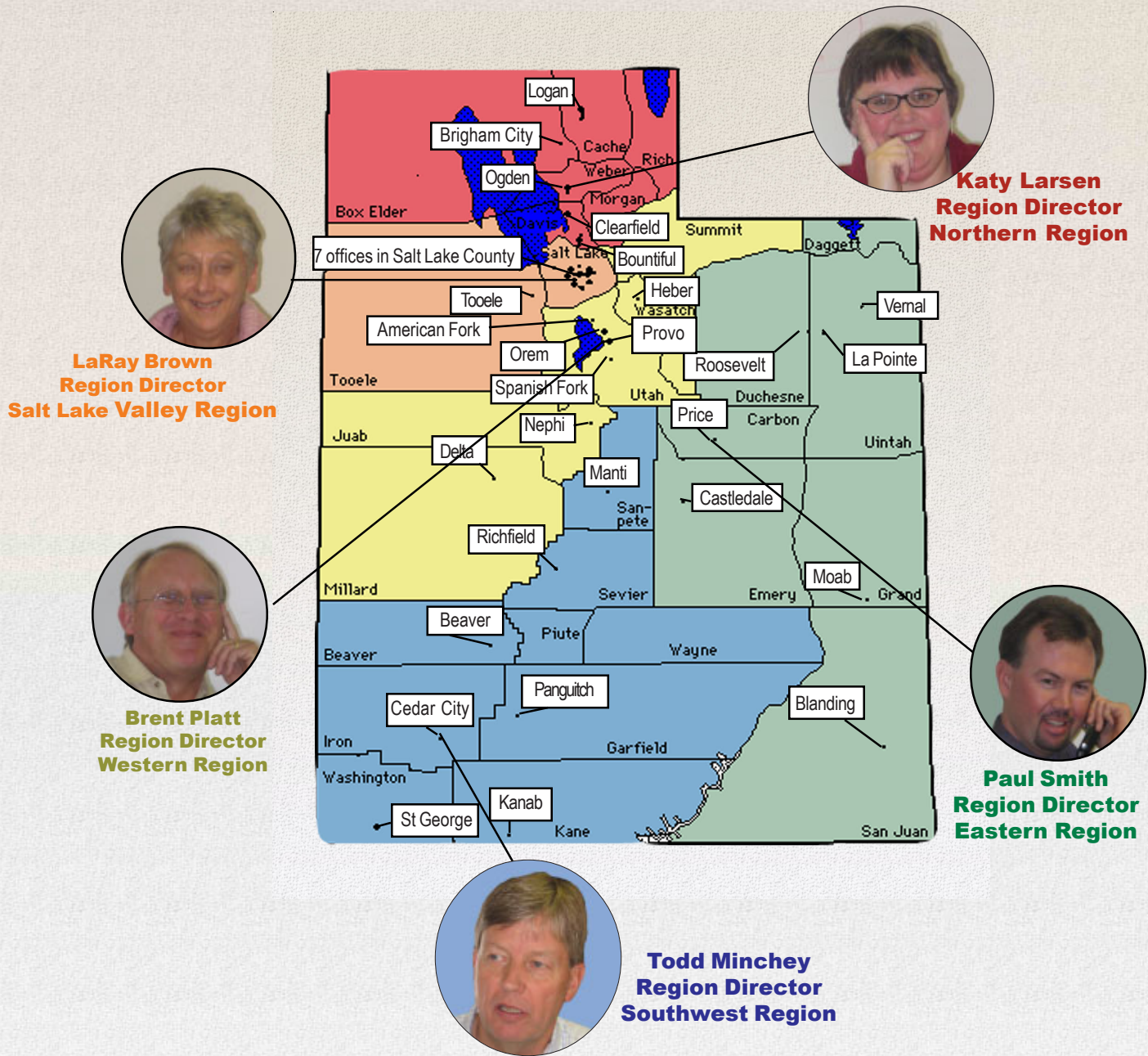
Employee Turnover Rates:



Where we are

The state office is located in downtown Salt Lake City. Neighborhood offices serve families throughout the state with offices in the cities and towns indicated on the map below.

Child and Family Services Regions and offices





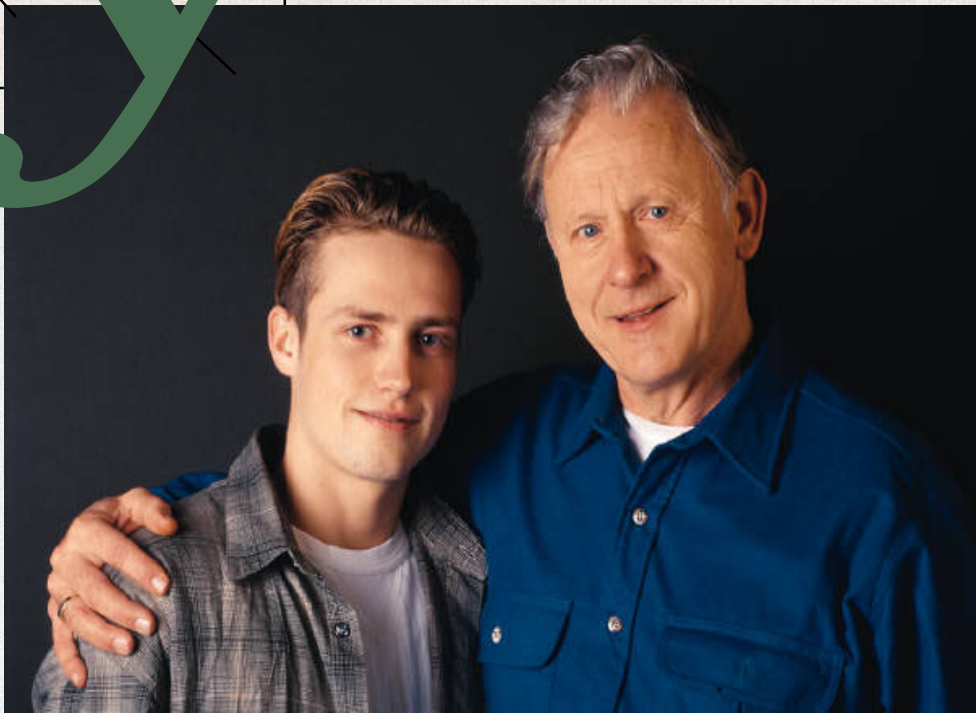
*“When I need protection from abuse and
neglect you come quickly”*

“I will not have to be hurt like this again”

Children are first and foremost protected from abuse and neglect.

Children are safely maintained in their homes whenever possible.

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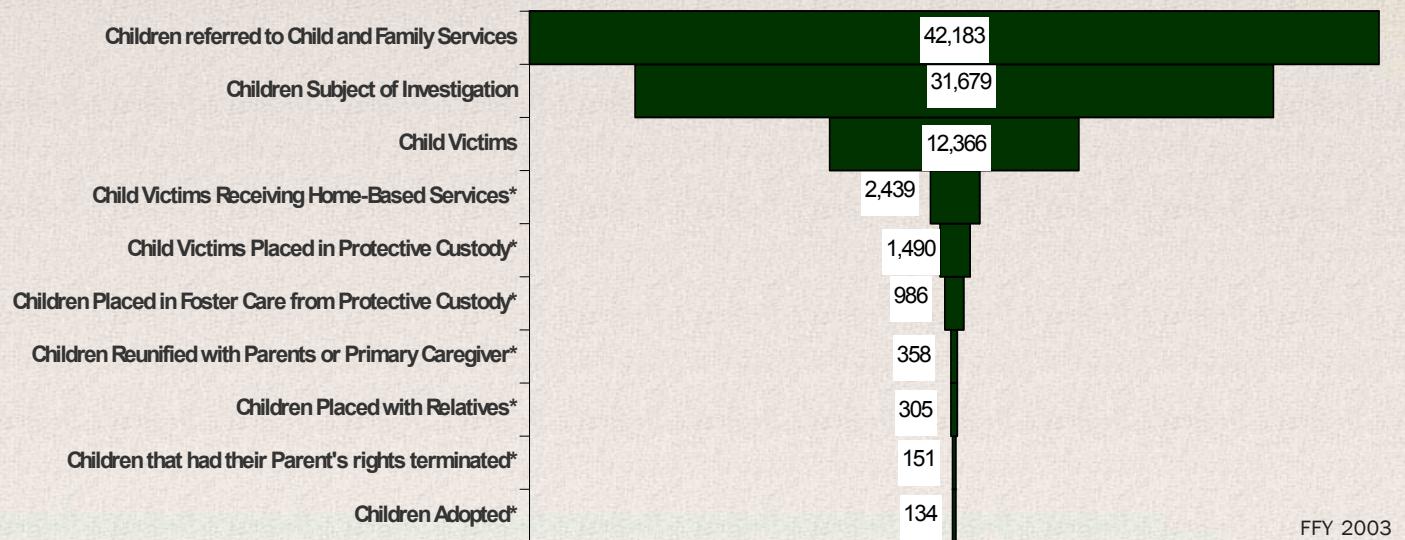


Children are first and foremost protected from abuse and neglect –

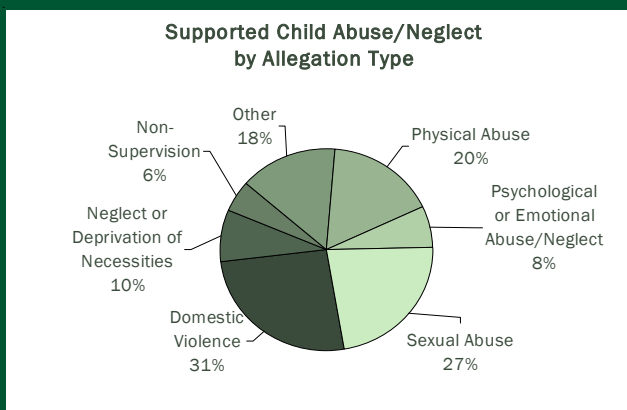
Child Protective Care

Out of 742,927 children in the State of Utah, 4% received child protective care of some type.

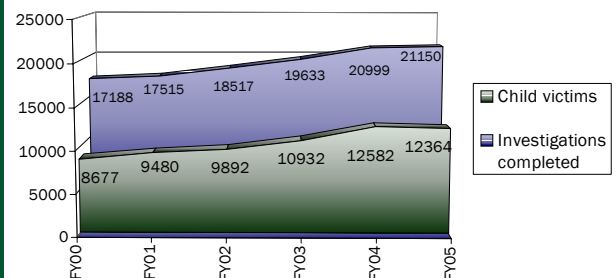
The graph below shows children who came to the attention of Child and Family Services through a referral of abuse or neglect from the community.



Types of Allegations



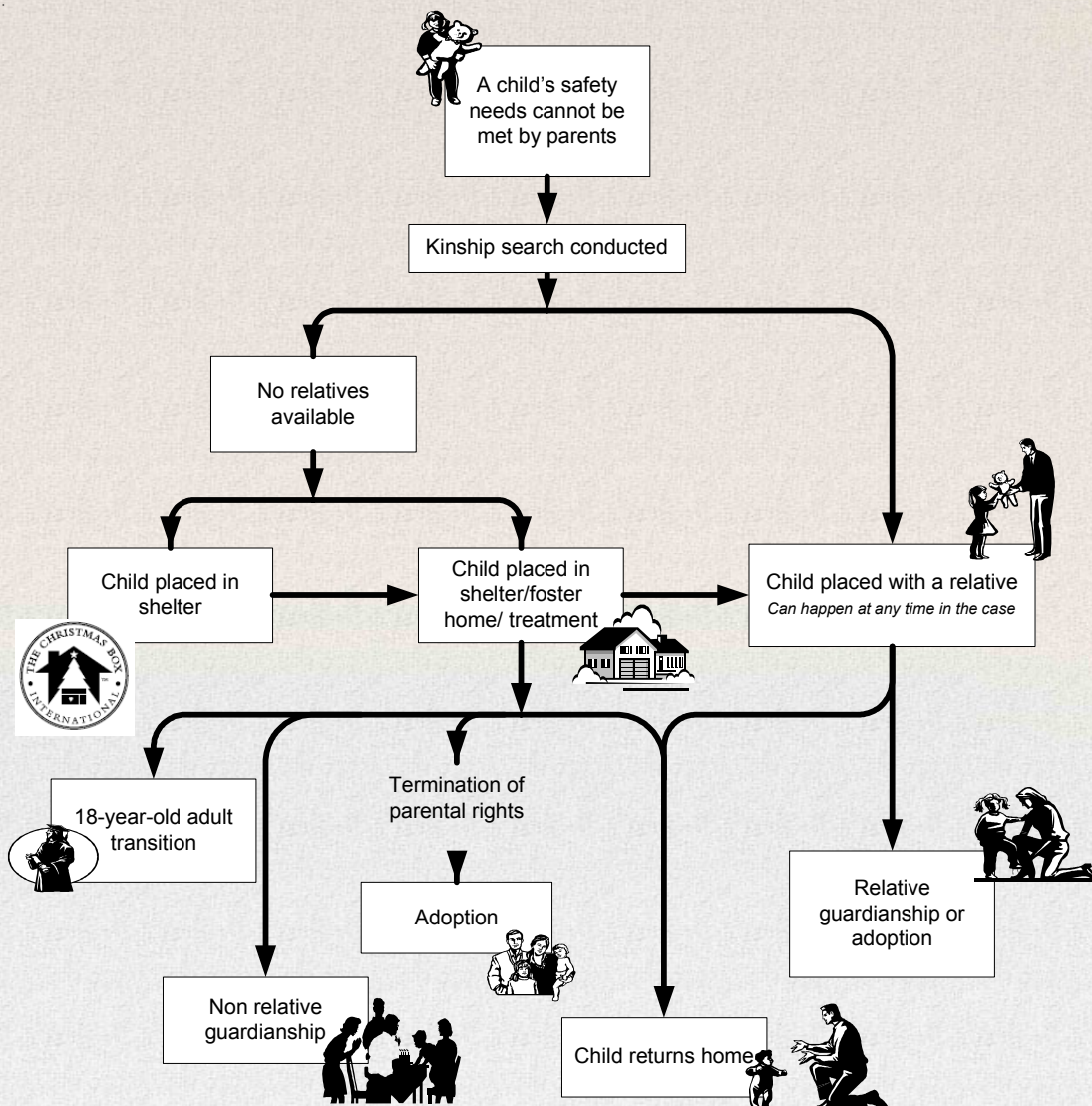
Number of Referrals and Child Victims



Children are first and foremost protected from abuse and neglect –



When you hear on the news that a child
has been taken into protective custody,
...what does that mean?





Children and adults are first and foremost protected from abuse and neglect –

Domestic Violence Services

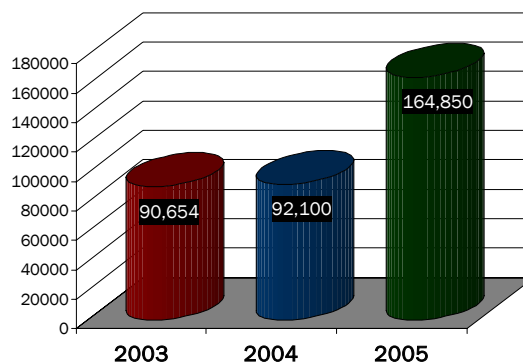
Domestic Violence is:

The use of physical violence, threats, emotional abuse, harassment, or stalking to control a person's behavior by a spouse, intimate partner or, date.

Abusers use domination, intimidation, terrorizing, rule-making, stalking, isolation, controlling fund/transportation/relationships, harassing, and injurious behavior to control and manipulate the action of their partners and sometimes their children.

The citizens of Utah are generous with their time in supporting our mission to eliminate domestic violence.

How many volunteer hours were donated to Utah shelters?



Children are safely maintained in their homes whenever possible –

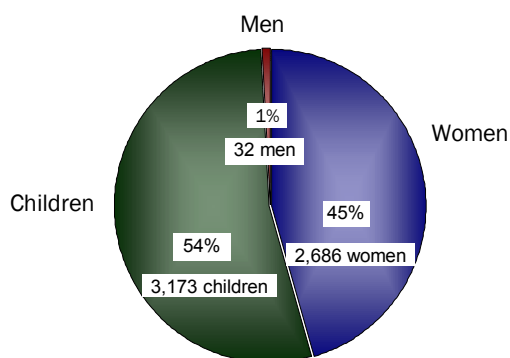


This past year **4,678 allegations of Domestic Violence** were investigated.

Utah Law defines Domestic Violence related child abuse as:

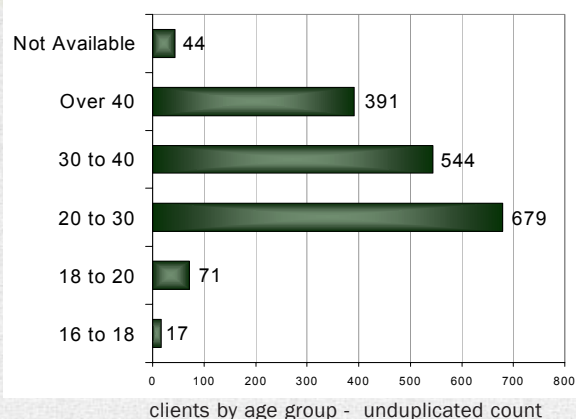
“A violent physical or verbal interaction between cohabitants in a household in the presence of a child. The interaction may be a severe isolated incident or a pattern of conduct. In the presence of a child means in the physical presence of a child or having a knowledge that a child is present and may see or hear an act of domestic violence.”

Who used the Domestic Violence shelters this year?



shelter episodes

How many clients received Domestic Violence services?



Federal and state dollars spent on Domestic Violence shelters average **\$36.18 per night's stay**. Thirteen of the sixteen Domestic Violence Shelters are non-profit agencies and seek **additional private funds** to supplement client costs.

Children have permanency and stability in their living situation.

The continuity of family relationships and connections is preserved for children.

PERMA





ANENCE

“I went to a stranger’s home but I only had to go one time.”

“I did not have to give up everyone important to me and the things that make me who I am when I had to leave my parents.”

“I had to leave my family but when I went back I was home to stay.”



Children are safely maintained in their homes whenever possible and appropriate –

Home Based Care

✿ counseling

✿ education

✿ advocacy

✿ skill building

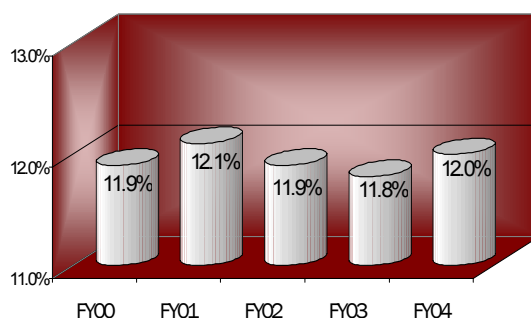
Home Based services are an effective way for children who are at risk to safely remain home. Most services are delivered to children and families in their own homes.

Home Based care supports:

- ✿ families at risk to remain together safely in their homes.
- ✿ adoptions to succeed through difficult periods.
- ✿ earlier reuniting of children and families.

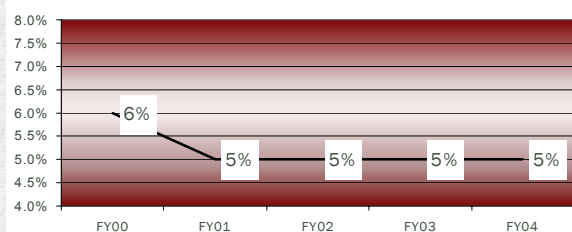
Do these families need additional services?

Percent of Children Who Received Home Based Services That Were Victims of Abuse or Neglect within 12 Months of Case Closure



Are these children continuing in their homes?

Percent of Home Based Child Clients entering Foster Care within 12 Months of Home-Based Case Closure



Note: Dates in the charts reflect closed Home Based cases that are tracked for a year after closure; consequently, 2004 is the most recent year for which we can report.

*FY 04 is the last year tracked as one year must lapse to receive FY05 recidivism

The continuity of family relationships and connections is preserved for children—

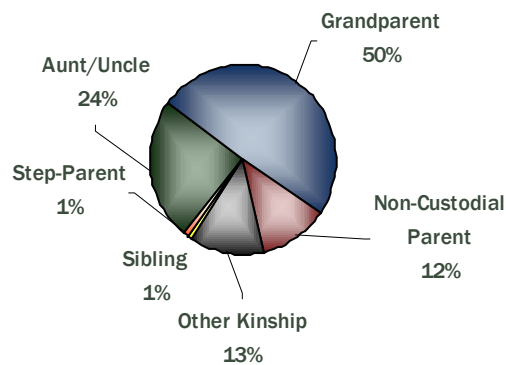


Kinship Care

	FY01	FY02	FY03	FY04	FY05
Number of children placed with relatives	2,327	2,462	2,436	2,901	2,810

*Includes children in the custody of Child and Family Services placed with a relative and children in the custody of a relative.

What kin other than parents are receiving Home Based services?



Kinship care strengthens and supports families to meet the safety, nurturing, and family continuity needs of children by:

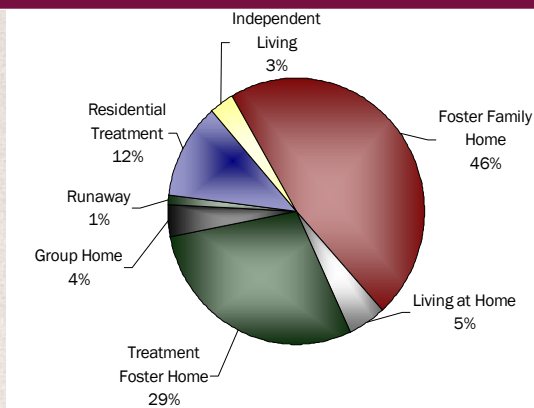
- ✦ Making it possible for children to live with family they may already know and trust
- ✦ Supporting children's family history, culture, and sense of identity
- ✦ Maintaining children's connection with their siblings and other family members
- ✦ Assisting families to rely on family resources and strengths
- ✦ Enabling families to provide children the support they need



Children have stability and permanency in their living situations—

Foster Care

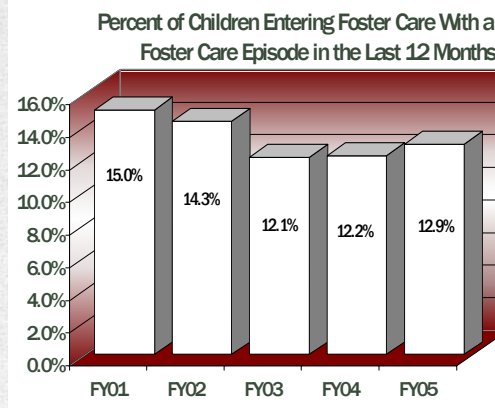
Where are children in foster care living?



When children leave foster care where do they go?

Reason for Exiting Custody	Percent	Average Months in Custody
Reunified with parent or caregiver	36%	9
Custody to Relative	27%	4
Adoption	17%	19
Transition to Adult Living	11%	40
Custody to Juvenile Justice	4%	24
Other (Guardianship to Foster Parents, Unauthorized/unavailable)	4%	19

How many children return to foster care?



Children have stability and permanency in their living situations—



Adoption

Adoption occurs quickly for children who need a new permanent home.

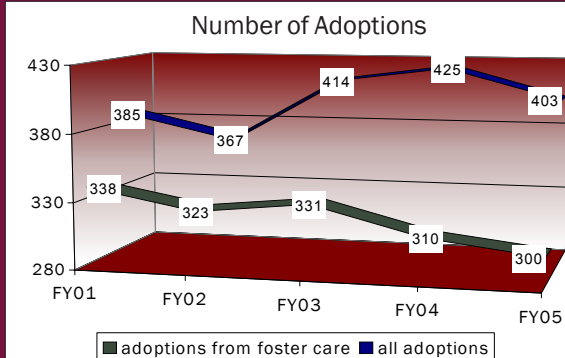
- ✿ A child is **adopted after an average of 8.4 months** after their parent's rights have been terminated.
- ✿ Of the children whose parent's rights were terminated and were adopted, **82% were adopted within 24 months of entering foster care.** (Utah has the shortest time to achieve a permanent home of all states.)

Utah's children have stability from foster care to adoption.

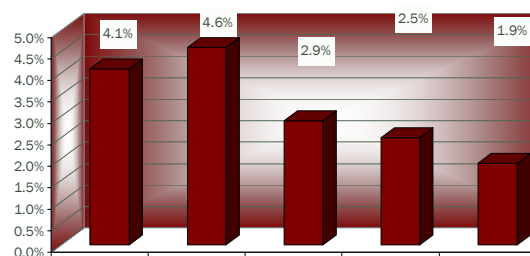
- ✿ **85% of children are adopted by their foster parents.**
- ✿ **98% of all children** in adoptive placements achieve a finalized adoption with those families.

Utah recruits adoptive families.

- ✿ **20 children** in Utah participated in The Adoption Exchange's **Heart Gallery** this year. Heart Gallery uses professional photographers to capture the personalities of waiting children. Photographs are displayed in public locations to increase awareness.
- ✿ Waiting children are on **The Adoption Exchange website** (www.utdcfsadopt.org) and are featured in newspapers and television's **Wednesday's Child**.



Number of Adoptive Placements that Disrupt Before Finalization



Well

Families have enhanced capacity to provide for their children's needs.

Children have appropriate services to meet their educational needs.

Children receive adequate services to meet their physical and mental health needs.





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Children receive adequate services to meet their physical and mental health needs –

Health Care

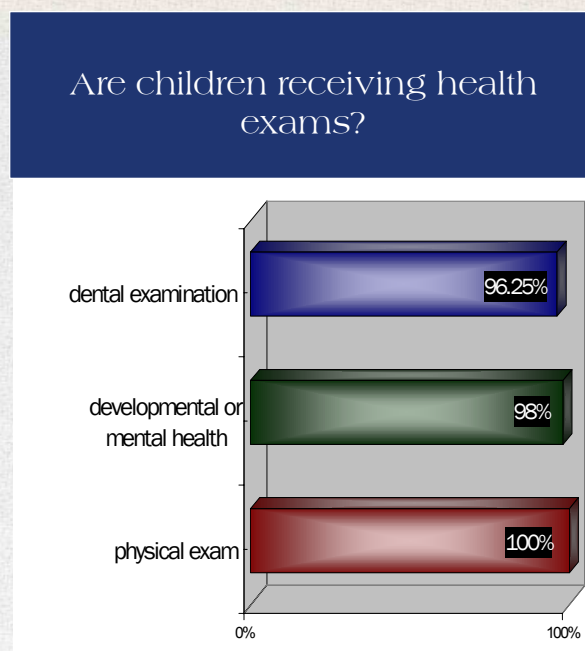
Children entering Foster Care receive:

- ✿ an initial health care assessment within five days, an immediate health care assessment, if required.
- ✿ a well child physical examination during the first 30 days
- ✿ a mental health or developmental evaluation (infants) within 30 days
- ✿ a dental examination within 30 days for children over 3 years old

If the evaluations discover problems with hearing, vision, or specific health care issues the child is referred to a specialist for treatment.

Each child in foster care is followed by their own health care nurse to ensure that all of their health care needs are met. These nurses, from the Department of Health's Healthy Families Program, are a vital part of the team.

Health care nurses work with parents and foster parents to assess each child's health status by using a health status measure index. This is done throughout the child's foster care stay and provides a way to track the child's well-being.



*some leave before exams are completed

Children have appropriate services to meet their educational needs –



Education

- ✿ Every school aged child in care has an individualized education plan (IEP) that is reviewed on a regular basis to ensure continued educational progress.
- ✿ Tutoring is available as needed.
- ✿ School teachers and counselors are involved in planning for children's needs.
- ✿ We assist in developing and improving partnerships between schools and parents to support each child's learning goals.
- ✿ Grants for youth in the Transition to Adult Living program support youth in their pursuit of higher education including job training, technical training, or college.



Jen Ward was a child in foster care. She now attends Weber State University on an educational grant.



Families have an enhanced capacity to provide for their children's needs –

Transition to Adult Living



This year Child and Family Services hosted a Transition to Adult Living (TAL) summit. The 2-day conference was attended by **131** youth ages 16 and older who are in foster care and staff. The summit focused on careers and job training.



TAL Accomplishments this Year

- 🌿 The www.justforyouth.utah.gov website has approximately **500 unique hits** each month.
- ✿ Youth receive information on services and resources that are available to them every other month through our **direct mailing** campaign.
- 🌿 A blueprint for organizing state and regional **Youth Advisory Councils** was developed for use throughout the state.
- ✿ The Transition to Adult Living **Lifeskills Curriculum** was updated and expanded to provide a more comprehensive preparation for successful adult living for youth.

Families have an enhanced capacity to provide for their children's needs –



Training

While the ultimate success of a family rests with the family, a well-trained caseworker who understands Child and Family Services Practice Principles and can effectively use Child and Family Services Practice Skills to engage the family members, build a trusting relationship, assess the needs of the family, and plan for their success is invaluable. Our training aims for this goal with each child welfare worker.

ANNUAL CONFERENCE

The 10th Annual Child Welfare Institute was held in conjunction with the Indian Child Welfare Conference on September 26-29, 2005, at the Provo Marriott. Over 400 participants, including DCFS staff, foster and adoptive families, interns, tribal social service workers, and community partners, attended the conference. Local and national presenters covered topics such as:

- ✱ Child safety assessment and planning
- ✱ Finding connections to extended family and building relationships for youth
- ✱ Serving Utah's diverse families: Native Americans, Latinos, Pacific Islanders, refugees
- ✱ Teaming with the Department of Corrections to serve incarcerated parents
- ✱ Working with traumatized children
- ✱ Enhancing the effectiveness of domestic violence services
- ✱ Managing the daily stresses of working with traumatized families

TRAININGS

- ☛ **New Employee:** 14 trainings for new employees - 155 new employees trained.
- ☛ **Critical Incident Stress Debriefing:** 69 participants trained.
- ☛ **Trauma's Many Faces: Diagnosis and Treatment:** 86 participants trained.
- ☛ **Domestic Violence:** DV Basic to Advanced Practice Model Domestic Violence - 762 workers trained.
- ☛ **Creative Interventions:** 358 participants trained.
- ☛ **Transition to Adult Living:** 170 participants trained.
- ☛ **In-Service:** CPS on-call, intake, audio recording, kinship, guardianship, and adoption - 509 trained.

REGIONS OFFERED A VARIETY OF ADDITIONAL INSERVICE TRAININGS BASED ON REGION NEEDS.

MENTORING - one-on-one coaching in practice skills

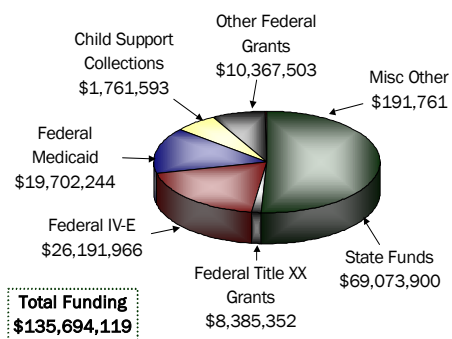
The first quarterly training for Mentors occurred on October 31, 2005.



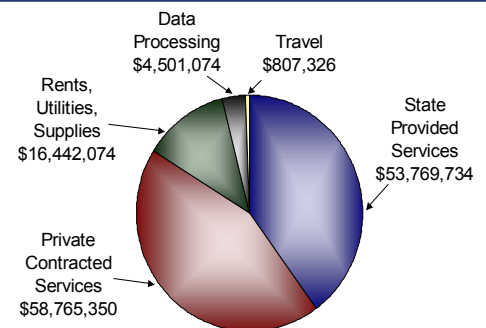
Families have an enhanced capacity to provide for their children's needs –

Funding

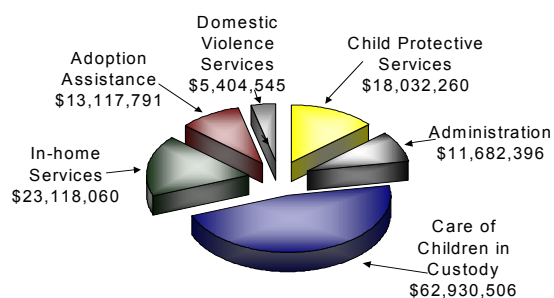
Where do funds come from?



How are funds spent?



What services did the funds purchase?





Practice Principles

1. PROTECTION: Children's safety is paramount. Children and adults have the right to live free from abuse.
2. DEVELOPMENT: Children and families need consistent nurturing in a healthy environment to achieve their potential.
3. PERMANENCY: All children need and are entitled to enduring relationships that provide a family, stability, belonging, and a sense of self that connects children to their past, present, and future.
4. CULTURAL RESPONSIVENESS: Children and families are to be understood within the context of their own family rules, traditions, history, and culture.
5. PARTNERSHIP: The entire community shares the responsibility to create an environment that helps families raise children to their fullest potential.
6. ORGANIZATIONAL COMPETENCE: Committed, qualified, trained, and skilled staff, supported by an effectively structured organization, help ensure positive outcomes for children and families.
7. PROFESSIONAL COMPETENCE: Children and families need a relationship with an accepting, concerned, empathetic worker who can confront difficult issues and effectively assist them in their process toward positive change.

Practice Skills

ENGAGING
TEAMING
ASSESSING
PLANNING
INTERVENING

Notes

Notes